

BAWA Code of Conduct Summary

Rationale:

BAWA has decided to implement a Code of Conduct (CoC) from 1 January 2024 to:

1. Align with the ABF;
2. Discourage bad behaviour; and
3. Increase player participation and enjoyment.

How Will This Affect Club Members Who Participate in Congresses and BAWA Events:

1. Expected minimum standards of behaviour are outlined in the BAWA Code of Conduct (Annexure 1).
2. Anyone selected to represent WA will be subject to additional requirements outlined in the BAWA State Representative Code of Conduct (Annexure 2).
3. A Behaviour and Ethics (BEC) sub-committee has been established to administer the Code of Conduct and will conduct disciplinary hearings on matters that may arise.
4. Penalty guidelines for transgressions will be displayed on the BAWA website. These guidelines will involve a simple demerit system for lower-level offences and referral of major offences to a disciplinary hearing of the BEC (Annexure 3).
5. The BAWA Code of Conduct is expected to cover all events either approved or operated by BAWA.
6. All Congress and State Directors will be briefed and will commence providing warnings for any observed lower-level offences in the latter part of 2023.
7. If a participant is suspended or receives demerit points as an outcome of this disciplinary process, their name and the duration of the suspension or number and duration of any demerit points will be posted on the BAWA website.



Annexure 1

Code of Conduct

Enjoyable Bridge Through Zero Tolerance

Playing bridge should be an enjoyable experience that is conducted in accordance with the laws at all times.

BAWA events operate under the ABF Code of Conduct, that requires all participants to:

- Be polite and courteous at all times.
- Respect other people's rights to have different opinions or ways of thinking.
- Conduct their game in a proper, mature and inoffensive manner.
- Assist new members and guests and try to show patience and understanding.
- Abide by the Ethics Code and rules of the ABF and BAWA.

Being courteous and considerate to all players and Directors is underpinned by Law 74A - Proper Attitude:

1. A player should maintain a courteous attitude at all times.
2. A player should carefully avoid any remark or action that might cause annoyance or embarrassment to another player or might interfere with the enjoyment of the game.

BAWA has zero tolerance towards behaviours that conflict with these principles. Specifically:

- Badgering, rudeness, insinuations, intimidation, threats, or violence.
- Negative comments regarding opponents' or partners' bidding or play.
- Constant and gratuitous lessons and analysis at the table.
- Arguing or raising voices with players, Directors or Officials.
- Harassment of any kind, including any unwelcome physical contact.
- Discriminatory behaviour, including offensive jokes or comments.

Law 91A empowers the Director to assess and impose disciplinary penalties including points penalties and suspension from the session.

BAWA will investigate any reported incidents and may apply disciplinary action for serious or repeated transgressions.



Annexure 2

State Representative Code of Conduct

I commit to being a Role Model for behaviour during any event or function I participate in or attend. Being a Role Model includes strict adherence to BAWA's Code of Conduct.

I commit to being a dedicated and supportive team member by:

1. Complying with all reasonable directives given by my team captain and any team official.
2. Competing in all my scheduled matches and doing my best at all times.
3. Maintaining good health and fatigue management standards.
4. Never be in possession of or use any illegal drugs or illicit substances.

I commit to accepting the consequences of my actions by accepting any penalties or sanctions BAWA or the ABF may put in place, should a breach of this Code of Conduct be substantiated.



Annexure 3

Code of Conduct Offence Penalty Look-Up Table

The following information is provided to assist players to understand the expected consequences of breaching the BAWA Code of Conduct at any BAWA event. All penalties listed below will be in addition to any penalties already imposed by the Tournament Director under Law 91.

Immediate Demerit Point Offences: Penalties for lower-level offences will be based on a demerit points system and may be applied immediately by the Director at any time during or at the end of a playing session. Demerit points will have a duration of 2 years. If a player accrues more than 3 demerit points at any point in time, they will be suspended from playing in BAWA events for three months and their demerit points balance will then be reset to zero.

Offence	Demerit Points
Constant and gratuitous lessons and analysis at the table	1-2
Persistent negative comments regarding opponents' or partners' bidding or play	1-2
Crude or abusive language, hand signals or gestures	1-2
Badgering or verbal abuse of an opponent or partner	1-2
Unintentional racial, religious or cultural remark or comment to which offence might reasonably be taken	1-2

Offences To Be Referred to the Behaviour and Ethics Committee: Players should expect that these major offences are likely to result in an extended playing suspension, which could ultimately result in a life suspension from BAWA events. The penalty will be ultimately determined by factors surrounding the exact nature of the offence, the level of remorse and/or contrition shown by the player involved and their current and previous demerit point and suspension track record.

Offence	Indicative Minimum Suspension Period
Harassment of any kind, including any unwelcome physical contact	3 months
Abandoning your partner during an event, without a valid medical reason	3 months
Persistent non-premeditated breach of the Laws of Bridge with the effect of gaining an unfair advantage and/or unauthorized information	3 months
Verbal or written abuse to a Director or Official	3 months
Wilful damage of equipment or property	3 months
Threat of assault or physical violence	6 months
Intentional racial, religious or cultural remark or comment to which offence might reasonably be taken	6 months
Deliberate and disguised or concealed violation of the Laws of Bridge intending to improve one's score	6 months
Attempting to play whilst under suspension	6 months
Physical Interference without intent to cause significant harm	12 months
Physical interference with intent to cause significant harm	Life